

# EMPLOYEE BENEFITS

## PAID TIME OFF

### Vacation

*Up to 80 hours in your first calendar year*

<1-2 Years of Service	80 Hours (10 days)
3-9 Years of Service	120 Hours (15 Days)
10-19 Years of Service	160 Hours (20 Days)
20-24 Years of Service	200 Hours (25 Days)
25+ Years of Service	240 Hours (30 days)

### 10 Holidays

New Year's Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Year's Eve

### PTO (Personal Time Off)

**3** days per calendar year

# ShinEtsu Silicones

*SESA is proud to offer an exceptional company culture that boasts competitive salaries and company bonuses with job stability, security, and excellent growth opportunities all while working in a safe and clean environment.*

## INSURANCE BENEFITS

Medical | Dental | Vision (Employee/Spouse/Child(ren))

Life Insurance | Supplemental Life Insurance | Short-Term Disability | Long-Term Disability

### 401(k)

- ◆ Start contributing immediately
- ◆ Receive generous employer match at your 1-year anniversary
- ◆ **ALL** contributions are immediately 100% vested

### JOB SPECIFIC PERKS

- ◇ Uniforms provided at no cost including FREE wash service
- ◇ Annual Steel Toe Boot Voucher (\$150-\$330 depending on position)
- ◇ Prescription Safety Glasses (\$85 single vision | \$125 double vision)

### ADDITIONAL BENEFITS

- ◇ Gym Membership Reimbursement (\$20/month single | \$30/month family)
- ◇ Professional Development & Tuition Reimbursement
- ◇ Various Company Events & Exclusive Offers
- ◇ Employee Referral Program (up to \$2,000 for each referral)
- ◇ Employee Wellness Program with participation incentives
- ◇ Employee Assistance Program (EAP)